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# NEXT **STEPS**

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*"I HAVE COME THAT  
THEY MAY HAVE LIFE,  
AND HAVE IT ABUNDANTLY."*

JOHN 10:10

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# ***Introduction***

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The Canadian Valley Baptist Church Next Steps class will help you to discover your redemptive purpose and live the life God created for you. It is made up of three steps to help equip you to

- 1) Connect to the church
- 2) Discover the strengths of your purposeful design
- 3) Develop your servant leadership and make a difference in the lives of others

### *step***ONE** – Discover CVBC (Vision & Membership)

Explore the ministry of Canadian Valley Baptist Church and find out how to connect with our church.

### *step***TWO** – Discover You (Your Design)

Dive into the details of your personality, discover your gifts, and see how your design reveals your purpose in life and your best fit in ministry.

### *step***THREE** – Discover The Serve Team (Servant Leadership)

Find out what it means to be a part of the Serve Team at CVBC and connect to the opportunities to live out your purpose using your God-given gifts to make a difference in the Kingdom of God and lives of others.

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*step***ONE**

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Discover CVBC



# OUR STORY

Canadian Valley Baptist Church began as a church plant out of Chisholm Heights Baptist Church in 1982 with a passion to reach people across the street and around the world with the Gospel of Jesus Christ.

While experiencing a rich history of making a difference in the Kingdom of God, on Easter Sunday April 4th, 2021 CVBC began a new chapter by calling Jon Baker as their Lead Pastor and merged with Grove Community Church.

Grove Community Church was a church plant that launched in January, 2018. After a season of prayer, both CVBC and GCC realized they could be better together for the Glory of God and the good of a community. GCC was longing for a building to have a physical presence in a community as well as seasoned Christians to provide more wisdom and stability. CVBC was longing for more people, especially the energy of younger adults, to help reach people and make a difference. It didn't take long to realize we were a perfect fit and coming together would be answer to prayer and opportunity to make a bigger difference around us.

What once was two separate churches is now one family walking together to make a difference in the Kingdom of God.

We would love for you to join us!

# OUR PRAYER FOR YOU

*"I do not cease to give thanks for you, remembering you in my prayers, that the God of our Lord Jesus Christ, the Father of glory, may give you the Spirit of wisdom and of revelation in the knowledge of him, having the eyes of your hearts enlightened, that you may know what is the hope to which he has called you, what are the riches of his glorious inheritance in the saints,"*

EPHESIANS 1:16-18 ESV

## **Our spiritual journey consists of four steps:**

### **1. KNOW GOD**

*"I do not cease to give thanks for you, remembering you in my prayers, that the God of our Lord Jesus Christ, the Father of glory, may give you the Spirit of wisdom and of revelation in the knowledge of him,"*

EPHESIANS 1:16-17

*"Not everyone who says to me, 'Lord, Lord,' will enter the kingdom of heaven, but the one who does the will of my Father who is in heaven. On that day many will say to me, 'Lord, Lord, did we not prophesy in Your name, and cast out demons in your name, and do mighty works in your name?'*

*And then will I declare to them, 'I never knew you.'"*

MATTHEW 7:21-23

### **2. FIND FREEDOM**

*"having the eyes of your hearts enlightened"*

EPHESIANS 1:18a

*"Therefore, confess your sins to one another and pray for one another, that you may be healed."*

JAMES 5:16a

### **3. DISCOVER PURPOSE**

*“that you may know what is the hope to which he has called you”*

EPHESIANS 1:18b

*“Having gifts that differ according to the grace given to us, let us use them...”*

ROMANS 12:6a

*“Now you are the body of Christ and individually members of it.”*

1 CORINTHIANS 12:27

### **4. WALK TOGETHER**

*“what are the riches of his glorious inheritance in the saints,”*

EPHESIANS 1:18c

*“I therefore, a prisoner for the Lord, urge you to walk in a manner worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, eager to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit—just as you were called to the one hope that belongs to your call – one Lord, one faith, one baptism, one God and Father of all, who is over all and through all and in all.”*

Ephesians 4:1-6



# KNOW GOD

## Sunday Services

We consider helping people Know God personally to be one of our greatest responsibilities. Our Sunday services are for people at all stages in their spiritual journey and designed to help everyone know God and take their next step in having a genuine relationship with Him.

### Focus on four values:

#### 1. CELEBRATION

*"I was glad when they said to me, 'Let us go to the house of the Lord.'"*

PSALM 122:1

#### 2. INSPIRATION

*"But...(when) an unbeliever or outsider enters, he is convicted by all, he is called to account by all, the secrets of his heart are disclosed, and so, falling on his face, he will worship God and declare that God is really among you.*

1 CORINTHIANS 14:24-25

#### 3. APPLICATION

*"And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ,"*

EPHESIANS 4:11-12

#### 4. SALVATION / SANCTIFICATION

*"For "everyone who calls on the name of the Lord will be saved." How then will they call on him in whom they have not believed? And how are they to believe in him of whom they have never heard? And how are they to hear without someone preaching?"*

ROMANS 10:13-14

# Evangelism

## How we share Christ with others:

*"And the master said to the servant, 'Go out to the highways and hedges and compel people to come in, that my house may be filled.'"*

LUKE 14:23

As we continue to reach people far from God, every one of us can do our part by following these four principles:

1. Accept the personal RESPONSIBILITY
2. Build a personal RELATIONSHIP
3. Share your personal STORY
4. Give a personal INVITATION

# Missions

## In our city, our nation, and our world

*"But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth."*

ACTS 1:8

In addition to our efforts during Sunday services, we are focused on reaching people in three key places designated by Jesus:

## 1. "In Jerusalem" – Our CITY

*"Religion that is pure and undefiled before God the Father is this: to visit orphans and widows in their affliction, and to keep oneself unstained from the world."*

JAMES 1:27

The primary way we reach our cities is through our Sunday services, Small Groups, and outreach serving opportunities.

## 2. "In Judea and Samaria" – Our NATION

*"As they went on their way through the cities, they delivered to them for observance the decisions that had been reached by the apostles and elders who were in Jerusalem. So the churches were strengthened in the faith, and they increased in numbers daily."*

ACTS 16:4-5

## 3. "To the ends of the earth" – Our WORLD

*"And he said to them, "Go into all the world and proclaim the gospel to the whole creation."*

MARK 16:15

The primary way we reach our nation and world is through strategic missions. At CVBC, we intentionally invest a portion of our resources in missions work all around the nation and world with a focus on unreached people groups, children, and church planting.

## How you can participate:

### 1. PRAY

Pray that we might reach people in each of these areas with the Good News of Jesus.

*"Then he said to his disciples, "The harvest is plentiful, but the laborers are few; therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest."*

MATTHEW 9:37-38

### 2. GIVE

Give financially for others to go and reach people for Christ.

*"Do not lay up for yourselves treasures on earth, where moth and rust destroy and where thieves break in and steal, but lay up for yourselves treasures in heaven, where neither moth nor rust destroys and where thieves do not break in and steal. For where your treasure is, there your heart will be also."*

MATTHEW 6:19-21

### 3. GO

Go to our cities, nation, and world to serve others and show people the love of God.

*And I heard the voice of the Lord saying, "Whom shall I send, and who will go for us?" Then I said, "Here I am! Send me." And he said, "Go, and say to this people..."*

ISAIAH 6:8-9

# FIND FREEDOM

We believe life change happens in the context of relationships. Small Groups are designed to bring people together in community with each other and God. God created us to live in community with others, and it is only then that we can experience the full life He intends for us.

## Small Groups

### 1. A place of BELONGING

*"Behold, how good and pleasant it is when brothers dwell in unity!"*

Psalm 133:1

We were not made to do life alone. God created us for community, and Small Groups provide a place for you to connect with others, share life, be known, and grow in faith together.

### 2. A place of PROTECTION

*"Two are better than one, because they have a good reward for their toil. For if they fall, one will lift up his fellow. But woe to him who is alone when he falls and has not another to lift him up!"*

Ecclesiastes 4:9-10

When we do life together, our problems become smaller as God uses others to bring support and encouragement to our lives. Small Groups are a place where others don't just know your name but care about what is happening in your life and want to support you in your spiritual journey.

### 3. A place of GROWTH

*"Iron sharpens iron, and one man sharpens another."*

PROVERBS 27:17

We believe every person is created with God-given potential to make a difference in the world. Small Groups are a place you can grow with others to become more like Jesus and reach the potential God has put inside you.

## DISCOVER PURPOSE

### Next Steps

The CVBC Next Steps Class exists to help you discover and develop your purpose and live the full life God created for you.

*"I have come that they may have life, and have it to the full."*

JOHN 10:10 NIV

### Serve Team

The CVBC Serve Team is where you have the opportunity to put your God-given gifts into action to build up the body of Christ. Everyone has something they can do to impact the lives of others in the Kingdom of God. From our perspective, every member of CVBC ministers to others, every person is gifted in some area, and every task is important. Discover what you do well, and take steps to use your gifts to make a difference.

*"For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them."*

EPHESIANS 2:10

# WALK TOGETHER

## Everything

Following Jesus is a team sport. God is not just establishing a kingdom, He's building a family. He has knit us together through the finished work of Jesus and the power of the Holy Spirit. Therefore, everything we do we want to do it together as a family.

*"But now in Christ Jesus you who once were far off have been brought near by the blood of Christ. For he himself is our peace, who has made us both one and has broken down in his flesh the dividing wall of hostility by abolishing the law of commandments expressed in ordinances, that he might create in himself one new man in place of the two, so making peace, and might reconcile us both to God in one body through the cross, thereby killing the hostility. And he came and preached peace to you who were far off and peace to those who were near. For through him we both have access in one Spirit to the Father. So then you are no longer strangers and aliens, but you are fellow citizens with the saints and members of the household of God..."*

EPHESIANS 2:13-19

# STATEMENT OF FAITH

## Trinity

There is one God, eternally existent in three persons: Father, Son, and Holy Spirit. These three are co-equal and co-eternal.

1 John 5:7; Genesis 1:26; Matthew 3:16-17, 28:19; Luke 1:35; Isaiah 9:6; Hebrews 3:7-11

## God

God is the Creator and Ruler of the universe. He has existed eternally in three persons: the Father, Son, and Holy Spirit. These three are co-equal and are one God

Genesis 1:1, Genesis 1:26-27, Genesis 3:22, Psalm 90:2, Matthew 28:19, 1 Peter 1:2, 2 Corinthians 13:14

## Jesus Christ

Jesus Christ is God the Son, the second person of the Trinity. On earth, Jesus was 100% God and 100% man. He is the only man ever to have lived a sinless life. He was born of a virgin, performed miracles, died on the cross for mankind, and thus atoned for our sins through the shedding of His blood. He rose from the dead on the third day according to the Scriptures, ascended to the right hand of the Father, and will return again in power and glory and make all things new.

Matthew 1:22-23, Isaiah 9:6, John 1:1-5, John 14:10-30, Hebrews 4:14-15, 1 Corinthians 15:3-4, Romans 1:3-4, Acts 1:9-11, 1 Timothy 6:14-15, Titus 2:13

## Holy Spirit

The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make men aware of their need for Jesus Christ. He also lives in every believer from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. The Christian seeks to live under His control daily.

2 Corinthians 3:17, John 16:7-13, John 14:16-17, Acts 1:8, 1 Corinthians 2:12, 1 Corinthians 3:16, Ephesians 1:13, Galatians 5:25, Ephesians 5:18



## **Holy Bible**

The Holy Bible, and only the Bible, is the authoritative Word of God. It alone is the final authority in determining all doctrinal truths. It is inspired, infallible, and inerrant.

2 Timothy 3:16-17, 2 Peter 1:20-21, 2 Timothy 1:13, Psalm 119:105, Psalm 119:160, Psalm 12:6, Proverbs 30:5

## **Humanity**

Humanity is made in the image of God. Although God designed us to have fellowship with Him, we became alienated from God through disobedience. As a result, all human beings are born with a sinful nature and choose to sin against God. We are incapable of regaining a right relationship with God through our own efforts.

Genesis 1:27, Psalm 8:3-6, Isaiah 53:6, Romans 3:23, Colossians 1:21, Isaiah 59:1-2

## **Eternity**

You were created to exist forever. We believe that forever is spent in one of two places: eternally separated from the goodness of God and enduring His wrath because of sin or in union with God because of His forgiveness and salvation. When you die, you will either spend eternity in heaven or hell. Eternal separation and wrath from God happens in hell. Eternal union with God occurs in heaven.

John 3:16, 1 John 2:25, John 5:11-13, Romans 6:23, Revelation 20:15

## **Salvation**

We are saved by grace through faith in Christ Jesus: His death, burial, and resurrection. Salvation is God's gift to you if you'll accept it. We can never make up for our sin with self-improvement or good works. It is only by trusting in Jesus as God's offer of forgiveness that you can be saved from sin's penalty. Eternal life begins the moment you receive Jesus Christ into your life by faith.

Ephesians 2:8-9; Galatians 2:16, 3:8, 3:26; Titus 3:5; Romans 5:1, 6:23, 10:9-10; Acts 16:31; Hebrews 9:22, Ephesians 2:8-9, John 14:6, John 1:12, Titus 3:5

## **Eternal Security**

Because God gives man eternal life through Jesus Christ, the believer is secure in that salvation for eternity. Salvation is maintained by the grace and power of God, not by the self-effort of the Christian. It is the grace and eternal power of God that gives this security.

John 10:29, 2 Timothy 1:12, Hebrews 7:25, Hebrews 10:10-14, 1 Peter 1:3-5

## Sanctification

Sanctification is the ongoing process of yielding to God's Word and His Spirit in order to complete the development of Christ's character in us. It is through the present ministry of the Holy Spirit and the Word of God that the Christian is enabled to live a Godly life.

1 Thessalonians 4:3, 5:23; 2 Corinthians 3:18, 6:14-18, 2 Thessalonians 2:1-3, Romans 8:29, 12:1-2, Hebrews 2:11

## Repentance

Repentance is the initial and ongoing ethic of turning away from sin in every area of our lives and to follow Christ, which allows us to receive His redemption and be sanctified.

Acts 2:21, 3:19; 1 John 1:9

## The Church

The Church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of Jesus' Great Commission. Every person who is born of the Spirit is an integral part of the Church as a member of the body of believers. There is a spiritual unity of all believers in our Lord Jesus Christ.

Ephesians 1:22, 2:19-22; Hebrews 12:23; John 17:11, 20-23

## Sacraments

**Baptism:** Following faith in the Lord Jesus Christ, the new convert is commanded by the Word of God to be baptized by immersion in the Name of the Father and of the Son and of the Holy Spirit.

Matthew 28:19; Acts 2:38; Mark 16:16; Acts 8:12, 36-38; 10:47-48

**The Lord's Supper:** A unique time of communion in the presence of God when the elements of bread and grape juice (the Body and Blood of the Lord Jesus Christ) are taken in remembrance of Jesus' sacrifice on the Cross.

Matthew 26:26-29; 1 Corinthians 10:16, 11:23-26

## Marriage

We believe marriage is defined in the Bible as a covenant, a sacred bond between one man and one woman, instituted by and publicly entered into before God.

Matthew 19:4-6

# GIVING

*“On the first day of every week, each of you is to put something aside and store it up, as he may prosper, so that there will be no collecting when I come. And when I arrive, I will send those whom you accredit by letter to carry your gift to Jerusalem. If it seems advisable that I should go also, they will accompany me.”*

1 CORINTHIANS 16:2-4

*“You shall tithe all the yield of your seed that comes from the field year by year. And before the Lord your God, in the place that he will choose, to make his name dwell there, you shall eat the tithe of your grain, of your wine, and of your oil, and the firstborn of your herd and flock, that you may learn to fear the Lord your God always. And if the way is too long for you, so that you are not able to carry the tithe, when the Lord your God blesses you, because the place is too far from you, which the Lord your God chooses, to set his name there, then you shall turn it into money and bind up the money in your hand and go to the place that the Lord your God chooses and spend the money for whatever you desire—oxen or sheep or wine or strong drink, whatever your appetite craves. And you shall eat there before the Lord your God and rejoice, you and your household.*

DEUTERONOMY 14:22-26

*“Bring the full tithe into the storehouse, that there may be food in my house. And thereby put me to the test, says the Lord of hosts, if I will not open the windows of heaven for you and pour down for you a blessing until there is no more need.”*

MALACHI 3:10

*“For where your treasure is, there your heart will be also.”*

MATTHEW 6:21

Giving is one of the central themes in the Bible. Jesus talked more about this subject than Heaven, Hell, or prayer. God never teaches about giving because He needs our money. He does so because He wants our hearts. To understand what it means to be a Christ-follower, we must also understand what it means to be a giver.

## 1. Tithe

The tithe, or “first fruits” of our labor/income belong to God. We find this principle all through God’s Word. Tithing, giving God the first 10% of our income to the local church, is the primary and practical way we acknowledge that God is first and faithful ([Proverbs 3:9-10](#)).

## 2. Offerings

An offering is giving over and above the tithe. God calls us to be generous with others as He’s been generous with us. We are called to live open handed and generous lives as we obey God no matter what He calls us to do ([1 Timothy 6:18-19](#)).

## 3. The Gift of Giving

The gift of giving is a spiritual gift that God gives to some people ([Romans 12:8](#)). It is a Spirit-given capacity and desire to serve God by giving of your material resources, far beyond the tithe, to further the work of God.

Many people love to give to God and as they do, they want to feel confident in the organization through which they give. At CVBC, we want people to understand they are giving to God through the church, not to the church. As we openly share the honesty, integrity, and spiritual values that guide the financial practices of CVBC, we believe people can focus on what God is calling them to give and trust that He is leading our church to steward it well.

The giving of tithes and offerings is worship to Jesus and an expression of the relationship between the individual giver and the Lord. Funds are not “income only,” they are acts of worship and are not considered to be a business transaction but an expression of gratitude toward God.

# CVBC GOVERNANCE

## **Governed By Our Members**

The active members of CVBC self-govern the church in all phases of the church. While submitting in full to the Head of the Church, Jesus Christ, the members of CVBC as a whole carry the power and responsibility of voting on church matters during quarterly and special called business meetings. We are a family and seek the Lord's direction and make decisions together as such.

## **Led By Our Pastors / Staff**

Led by the Senior Pastor who provides the vision and direction, the Pastors and ministry staff oversee the day-to-day ministry and operations of the church. They serve and shepherd the church while being responsible for the development of the spiritual life of the church.

## **Strengthened By Our Committees**

The committees of CVBC are made up of active members of the church and serve on behalf of the church. They provide specialized services or prepare matters to be brought to the church in detail, so the church can vote and make decisions with appropriate knowledge and insight. Certain committees also carry out the decisions of the church, such as the finance committee maintaining the approved budget or the building and grounds committee maintaining the church campus appropriately.

## **Served By Our Deacons**

The Deacons of CVBC, much like the first Deacons found in Acts, serve the church. They, alongside the Pastor, look after the spiritual well-being of the members through prayer, visitation, encouragement, and overall support and care. Although they are not a board of directors, they serve as a wise council meeting with the Pastor in all matters pertaining to the welfare and work of the church.

# BECOMING A MEMBER

## Canadian Valley Baptist Church Membership Covenant

Having received Christ as my Lord and Savior, baptized by immersion and being in agreement with the values and ideas presented in Step One of the Next Steps class, I now feel led by the Holy Spirit to unite with the Canadian Valley Baptist Church family. In doing so, I make the following commitment to God and my fellow church members:

### 1. I will protect the UNITY of my church by:

- Acting in love toward other members.
- Refusing to gossip.
- Following the leaders.

*"So then let us pursue what makes for peace and for mutual upbuilding."*

ROMANS 14:19

*"May the God of endurance and encouragement grant you to live in such harmony with one another, in accord with Christ Jesus"*

ROMANS 15:5

*"Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear."*

EPHESIANS 4:29

*"Obey your leaders and submit to them, for they are keeping watch over your souls, as those who will have to give an account. Let them do this with joy and not with groaning, for that would be of no advantage to you."*

HEBREWS 13:17

## 2. I will share the RESPONSIBILITY of my church by:

- Praying for its health and growth.
- Inviting the unchurched and de-churched to attend.
- Warmly welcoming those who visit.

*"To the church...we always thank God for all of you and continually mention you in our prayers."*

1 THESSALONIANS 1:1-2 NIV

*"Go out to the highways and hedges and compel people to come in, that my house may be filled."*

LUKE 14:23

*"Therefore welcome one another as Christ has welcomed you, for the glory of God."*

ROMANS 15:7

## 3. I will SERVE the ministry of my church by:

- Discovering my gifts and talents.
- Using my God-given gifts to make a difference in the lives of others.
- Developing a servant's heart.

*"As each has received a gift, use it to serve one another, as good stewards of God's varied grace"*

1 PETER 4:10

*"So Christ Himself gave...pastors and teachers, to equip His people for works of service, so that the body of Christ may be built up."*

EPHESIANS 4:11-12 NIV

*"Let each of you look not only to his own interests, but also to the interests of others. Have this mind among yourselves, which is yours in Christ Jesus...but emptied himself, by taking the form of a servant"*

PHILIPPIANS 2:4-5, 7

#### 4. I will support the TESTIMONY of my church by:

- Attending church and Small Groups faithfully.
- Living a Godly life.
- Giving regularly.

*"And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers."*

ACTS 2:42

*"Let us not neglect our meeting together...but encourage one another."*

HEBREWS 10:25 NLT

*"Only let your manner of life be worthy of the gospel of Christ,"*

PHILIPPIANS 1:27



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*step***TWO**

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DISCOVER YOU



# DISCOVER YOUR PURPOSE

*"Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of activities, but it is the same God who empowers them all in everyone."*

1 CORINTHIANS 12:4-6

## Three things to help you discover your purpose:

### 1. Your GIFTS / PASSIONS

*"We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully."*

ROMANS 12:6-8 NIV

### 2. Your LIFE EXPERIENCES

*"I appeal to you therefore, brothers, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship."*

ROMANS 12:1

### 3. Your PAIN / PAST

*"All praise to God, the Father of our Lord Jesus Christ. God is our merciful Father and the source of all comfort. He comforts us in all our troubles so that we can comfort others. When they are troubled, we will be able to give them the same comfort God has given us."*

2 CORINTHIANS 1:3-4 NLT

# DESIGN REVEALS DESTINY

*"I praise you, for I am fearfully and wonderfully made. Wonderful are your works; my soul knows it very well.*

PSALM 139:14

*You made all the delicate, inner parts of my body and knit me together in my mother's womb. Thank You for making me so wonderfully complex! Your workmanship is marvelous – how well I know it.*

PSALM 139:13-14 NLT

1. **DISCOVER** my gifts.

2. **DEVELOP** my gifts.

3. **DEPLOY** my gifts.

My purpose is to SERVE GOD by SERVING OTHERS

## My Personality/Leadership Style \_\_\_\_\_

### 1. Total \_\_\_\_\_

	Never	Rarely	Some	Often	Always
I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks more than others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

### 2. Total \_\_\_\_\_

	Never	Rarely	Some	Often	Always
I enjoy influencing and inspiring other people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

### 3. Total \_\_\_\_\_

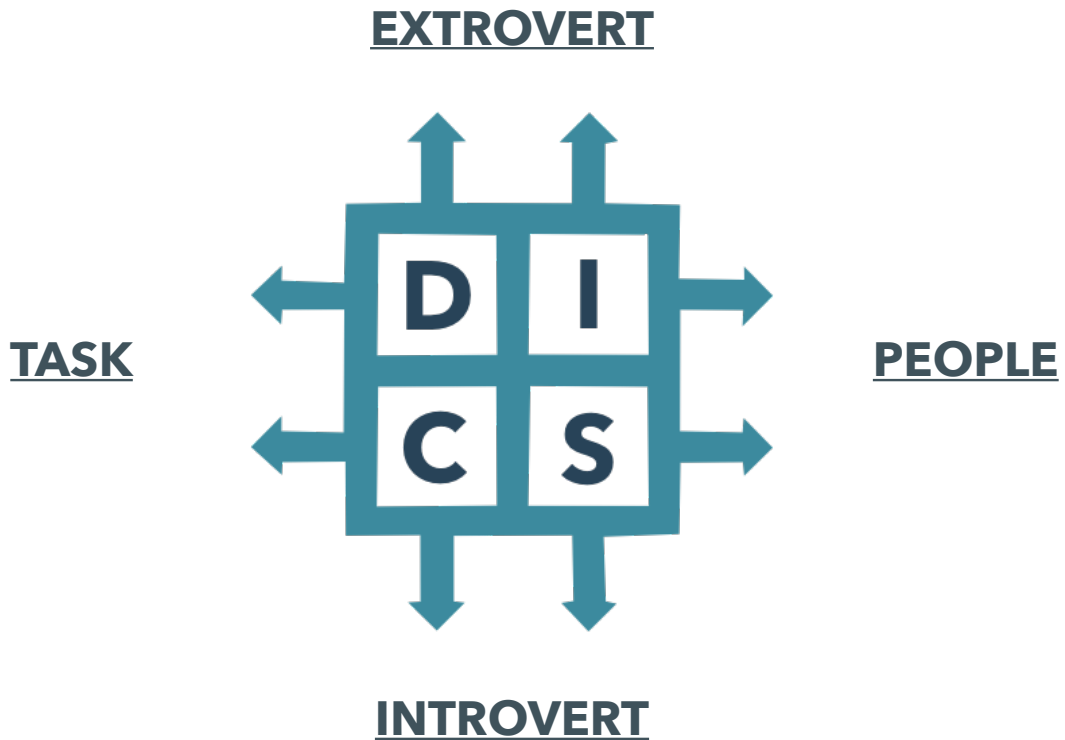
	Never	Rarely	Some	Often	Always
I thrive in constant environments.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5



**4. Total** \_\_\_\_\_

Never Rarely Some Often Always

I typically do not take big risks.	1	2	3	4	5
I love tasks, order, and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5



## D

We are direct and decisive. We are risk takers and problem solvers. We are more concerned with completing tasks and winning than we are with gaining approval from people. Though the internal drive tends to make us insensitive to those around us, "D"s are not afraid to challenge the status quo, and we thrive when it comes to developing new things. We need discipline to excel, and respond to direct confrontation. Our greatest fear is to be taken advantage of, and even despite our possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—we place a high value on time and use our innovative thinking to accomplish difficult tasks and conquer challenges.

## D/I

We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people.

**Joshua** (Joshua 1), **Noah** (Genesis 6-9), **Sarah** (Genesis 16, 1 Peter 3:6)

## D/S

We are achievers with an ability to persevere. We are more active than passive, but possess a kind of calm sensitivity and steadiness that makes us good leaders. We seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. We strive to accomplish goals with fierce determination that comes from strong internal drive, but we could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships.

**Daniel** (Daniel 1-6), **Job** (Job 1:5, James 5:11), **Martha** (Luke 10:38-42)

## D/C

We are challengers that can either be determined students or defiant critics. Being in charge is important to us, yet we care little about what others think as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work alone. Though we fear failure and the lack of influence, we are motivated by challenges and can often be excellent administrators. We can benefit from learning to relax and paying more attention to people.

**Malachi** (Malachi 4), **Nathan** (2 Samuel 12:1-13), **Nahum** (Nahum 1-3)

## I

We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.

## I/D

We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people.

**John the Baptist** (Luke 3), **Peter** (Matthew 16 and 26, Acts 3), **Rebekah** (Genesis 24)

## I/S

We are influential counselors who love people, and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organization and can be more concerned with the people involved than we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we shine when it comes to influencing and helping others.

**Barnabas** (Acts 4, 9, 11-15), **Elisha** (1 Kings 19, 2 Kings 2-3), **Nicodemus** (John 3, 7, 19)

## I/C

We are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient and critical, and can also be overly persuasive and too consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when it comes to paying attention to details and getting the job done.

**Miriam** (Exodus 15-21), **Ezra** (Ezra 7-8), **Shunammite Woman** (2 Kings 4:8-37)

## S

We are steady and more reserved. We do not like change, and thrive in secure, non-threatening environments. We are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable "S"s tend to make the best friends. Our greatest fear, however, is loss of security, and our possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. We can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, we need to be stronger and learn how to say "no." We also like to avoid the limelight, but when given an opportunity to genuinely help others, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.

## S/D

We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft- and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow them to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships.

**Martha** (Luke 10:38-42), **Job** (Job 1:5, James 5:11)

## S/I

We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because we accept and represent others well. Our social nature and desire to be likable and flexible makes us inclined to be overly tolerant and non-confrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players.

**Mary Magdalene** (Luke 7:36-47), **Barnabas** (Acts 4, 9, 11-15), **Elisha** (1 Kings 19, 2 Kings 2-13)

## S/C

We are diplomatic and steady, as well as detail-oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and we also need to be aware of the way we treat others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us a loyal team member and friend.

**Moses** (Exodus 3, 4, 20, 32), **John** (John 19:26-27), **Eliezer** (Genesis 24)



## C

We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and down-right crabby. Verbalizing feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated “reality checks.” Our biggest fear is criticism, and our need for perfection is often a weakness, as is our tendency to give in when in the midst of an argument. However, we are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.

## C/I

We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are moved by genuine and enthusiastic approval as well as concise and logical explanations.

**Miriam** (Exodus 15-21, Numbers 12:1-15), **Ezra** (Ezra 7, 8)

## C/S

We are systematic and stable. We tend to do one thing at a time— and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track; however, we seldom take risks or try new things and naturally dislike sudden changes in our environments. Precisionist's to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others.

**Esther** (Esther 4), **Zechariah** (Luke 1), **Joseph** (Matthew 1:1-23)

## C/D

We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people.

**Bezalel** (Exodus 35:30-36, 8, 37:1-9), **Jochebed** (Exodus 1:22-2:4), **Jethro** (Exodus 2,18)

# MAKING THE MOST OF YOUR PERSONALITY

*"For we are His workmanship, created in Christ Jesus for good works."*

EPHESIANS 2:10 NASB

Every personality has strengths and challenges. The following will give you specific areas to focus on to help you work well with others.

"D" personalities are dominant, direct, task-oriented, decisive, organized, outgoing, and outspoken. As you embrace these strengths, also make sure to:

- Listen attentively to others.
- Support other team members.
- invest in personal relationships.
- Balance controlling and domineering tendencies.
- Value the opinions, feelings, and desires of others.

"I" personalities are influential, witty, easygoing, outgoing, and people-oriented. As you embrace these strengths, also make sure to:

- Be aware of tasks that need to be accomplished.
- Balance your emotions, words, and actions.
- Remember to consider details and facts.
- Slow down your pace for others when necessary.
- Listen attentively to others instead of only talking.
- Choose thoughtful decision-making over impulsive decision-making.

"S" personalities are steady, stable, analytical, introverted, and people-oriented. As you embrace these strengths, also make sure to:

- Practice flexibility
- Approach confrontation constructively.
- Be direct in your interactions when necessary.
- Realize change can be healthy, and be willing to adapt.
- Consider the overall goals of your family or group, not just specific processes or procedures.

"C" personalities are compliant, competent, task-oriented, goal-oriented, and introverted. As you embrace these strengths, also make sure to:

- Be decisive when necessary.
- Cultivate personal relationships.
- Be open to others' ideas and methods.
- Balance your focus between facts and people.
- Focus on doing the right things, not just doing things right.
- Help others accomplish their goals.

# DISCOVERING YOUR SPIRITUAL GIFTS

*"Truly, truly, I say to you, whoever believes in me will also do the works that I do; and greater works than these will he do, because I am going to the Father.*

## JOHN 14:12

1. I like organizing services and events.
2. I am interested in starting new churches.
3. I enjoy working with my hands.
4. I can tell when someone is insincere.
5. I pray daily for people who don't know Jesus.
6. Encouraging others is a high priority in my life.
7. I trust God to provide for my daily needs.
8. I am passionate about financially investing in the Kingdom of God.
9. I enjoy doing little things that others typically do not enjoy.
10. I often have people over to my house.
11. I enjoy spending hours in prayer for other people.
12. Education is very important to me.
13. I tend to motivate others to get involved.
14. I hurt when I see others hurting.
15. I enjoy sharing the Gospel with other people groups and nationalities.
16. I've devoted considerable time to mastering my voice and/or musical instrument.
17. Caring for the hurting is one of my highest priorities.
18. I get frustrated when people knowingly sin.
19. I enjoy serving behind the scenes.
20. I like creating outlines of the Bible.
21. I enjoy the book of Proverbs more than any other book in the Bible.
22. I am passionate about managing details.
23. I like to help start new ministry projects.
24. I consider myself a craftsman or craftswoman.
25. I sense when situations are spiritually unhealthy.
26. I am greatly motivated by seeing people who don't know God be saved.
27. I come across as loving and caring.
28. Asking God for a list of seemingly impossible things is exciting to me.
29. I find ways to give offerings above my tithe.
30. Helping others is one of my greatest motivations.
31. Creating a warm and welcoming environment is important to me.
32. I am burdened to pray for situations affecting the world.
33. People come to me to learn more about God and the Bible.
34. I prefer to take the lead whenever possible.
35. I'm very sensitive to sad stories.

36. The idea of living in another country to benefit the Gospel is exciting to me.
37. I desire to serve the church through worship.
38. I enjoy connecting, caring for, and coaching others.
39. Confronting someone about a sin in their life is important to me.
40. It bothers me when people sit around and do nothing.
41. I share Biblical truth with others to help them grow.
42. When I study Scripture, I receive unique insights from God.
43. Creating a task list is easy and enjoyable for me.
44. I am attracted to ministries that start new churches.
45. Building something with my hands is very satisfying to me.
46. I can pinpoint issues or problems quickly.
47. Sharing the Gospel with someone I do not know is exciting and natural for me.
48. I look for ways to encourage other people.
49. I trust that God has my back in every situation.
50. I want to make more money so that I can give more.
51. Being a part of the process is fulfilling to me.
52. I tend to make total strangers feel at home.
53. People often ask me to pray for them.
54. I enjoy knowing Biblical details and helping others understand them, too.
55. I delegate responsibilities to accomplish tasks.
56. I am motivated to help people in need.
57. I focus a lot on reaching the world for Christ.
58. I gain my deepest satisfaction through leading others in vocal or instrumental worship.
59. I enjoy helping people who are going through a difficult time.
60. I enjoy hearing passionate and clear preaching of God's Word.
61. I like to do small things that others overlook.
62. I prefer to teach and study the Bible topically rather than verse by verse.
63. When faced with difficulty, I tend to make wise decisions.

1. Never

2. Rarely

3. Some

4. Often

5. Always

**Total**

**Gift**

1. _____	22. _____	43. _____	_____	A. _____
2. _____	23. _____	44. _____	_____	B. _____
3. _____	24. _____	45. _____	_____	C. _____
4. _____	25. _____	46. _____	_____	D. _____
5. _____	26. _____	47. _____	_____	E. _____
6. _____	27. _____	48. _____	_____	F. _____
7. _____	28. _____	49. _____	_____	G. _____
8. _____	29. _____	50. _____	_____	H. _____
9. _____	30. _____	51. _____	_____	I. _____
10. _____	31. _____	52. _____	_____	J. _____
11. _____	32. _____	53. _____	_____	K. _____
12. _____	33. _____	54. _____	_____	L. _____
13. _____	34. _____	55. _____	_____	M. _____
14. _____	35. _____	56. _____	_____	N. _____
15. _____	36. _____	57. _____	_____	O. _____
16. _____	37. _____	58. _____	_____	P. _____
17. _____	38. _____	59. _____	_____	Q. _____
18. _____	39. _____	60. _____	_____	R. _____
19. _____	40. _____	61. _____	_____	S. _____
20. _____	41. _____	62. _____	_____	T. _____
21. _____	42. _____	63. _____	_____	U. _____

# USING YOUR SPIRITUAL GIFTS

Congratulations on discovering your spiritual gifts! God uniquely created you and gave you these gifts for a reason. Now that you've identified how He has gifted you, your next step is to learn how you can use those gifts for the purpose He has for you.

On the following pages, you can learn about your spiritual gifts and find out more about the areas available to serve at CVBC in which you can best use your gifts.

## **A. Administration**

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks.

Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28

*(Admin, Kids, Youth, Outreach, Host, Prayer, Worship & Tech)*

## **B. Apostleship**

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training.

Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14

*(Kids, Youth, Outreach, Host, Prayer)*

## **C. Craftsmanship**

The gift of craftsmanship is the divine strength or ability to plan, build and work with your hands in construction environments to accomplish multiple ministry applications.

Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3

*(Kids, Youth, Outreach, Host)*

## **D. Discernment**

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations.

Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6

*(Kids, Youth, Outreach, Host, Prayer, Worship & Tech)*

## **E. Evangelism**

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming Christ followers.

Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14

*(Kids, Youth, Outreach)*

## **F. Exhortation**

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth.

Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25

*(Kids, Youth, Outreach, Host, Prayer, Worship & Tech)*

## **G. Faith**

The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life.

Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11

*(Kids, Youth, Outreach, Host, Prayer, Worship & Tech)*



## H. Giving

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth.

Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7

*(Kids, Youth, Outreach, Host, Prayer, Worship & Tech)*

## I. Helps

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry.

Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28

*(Kids, Youth, Outreach, Host, Prayer, Worship & Tech)*

## J. Hospitality

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church.

Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9

*(Kids, Youth, Outreach, Host)*

## K. Intercession

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace believing for profound results.

Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16

*(Kids, Youth, Outreach, Prayer)*

## **L. Knowledge**

The gift of knowledge is the divine strength or ability to understand and to bring clarity to situations and circumstances often accompanied by a word from God.

Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3

*(Kids, Youth, Outreach, Host, Prayer, Worship & Tech)*

## **M. Leadership**

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea.

Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17

*(Kids, Youth, Outreach, Host, Prayer, Worship & Tech)*

## **N. Mercy**

The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way.

Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14

*(Kids, Youth, Outreach, Host, Prayer, Worship & Tech)*

## **O. Missionary**

The missionary gift is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation.

Acts 8:4, 13:2-3, 22:21; Romans 10:15

*(Kids, Youth, Outreach)*

## **P. Music/Worship**

The gift of music/worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God.

Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12; Psalm 150

*(Kids, Youth, Worship & Tech)*

## **Q. Pastor/Shepherd**

The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues.

John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3

*(Kids, Youth, Outreach, Host, Prayer, Worship & Tech)*

## **R. Prophecy**

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan.

Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5

*(Kids, Youth, Outreach, Worship & Tech)*

## **S. Service**

The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ.

Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14

*(Kids, Youth, Outreach, Host, Prayer, Worship & Tech)*

## **T. Teaching**

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and growth to other Christians.

Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14

*(Kids, Youth, Outreach, Worship & Tech)*

## **U. Wisdom**

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing a fruitful outcome and the character of Jesus Christ.

Acts 6:3,10; 1 Corinthians 2:6-13, 12:8

*(Kids, Youth, Outreach, Host, Prayer, Worship & Tech)*

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*step***THREE**

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DISCOVER THE SERVE TEAM



# DEVELOPING YOUR LEADERSHIP

*"As each has received a gift, use it to serve one another, as good stewards of God's varied grace"*

1 PETER 4:10

Leadership is influence. Nothing more. Nothing less. It is about influencing others in a worthwhile cause. It is not dependent on titles or positions. It is dependent on people discovering their gifts and passions and then using them to make a difference in the lives of others.

## What stands in the way?

*"But Moses said to God, "Who am I that I should go to Pharaoh and bring the children of Israel out of Egypt?" He said, "But I will be with you, and this shall be the sign for you, that I have sent you: when you have brought the people out of Egypt, you shall serve God on this mountain."*

EXODUS 3:11-12

### 1. "Who am I?" -- INSECURITY

*Then Moses answered, "But behold, they will not believe me or listen to my voice, for they will say, 'The LORD did not appear to you.'"*

EXODUS 4:1

### 2. "They will not" -- FEAR

*But Moses said to the LORD, "Oh, my Lord, I am not eloquent, either in the past or since you have spoken to your servant, but I am slow of speech and of tongue."*

EXODUS 4:10

**3. "I am not." -- INADEQUACY**

*But he said, "Oh, my Lord, please send someone else."*

EXODUS 4:13

**4. "Send someone else." -- RELUCTANCE**

*But you are a chosen race, a royal priesthood, a holy nation, a people for his own possession, that you may proclaim the excellencies of him who called you out of darkness into his marvelous light."*

1 PETER 2:9

# Qualities of a Leader

*"It pleased Darius to set over the kingdom 120 satraps, to be throughout the whole kingdom; and over them three high officials, of whom Daniel was one, to whom these satraps should give account, so that the king might suffer no loss. Then this Daniel became distinguished above all the other high officials and satraps, because an excellent spirit was in him. And the king planned to set him over the whole kingdom."*

DANIEL 6:1-3

## 1. We LOVE GOD

*"Now when they saw the boldness of Peter and John, and perceived that they were uneducated, common men, they were astonished. And they recognized that they had been with Jesus."*

ACTS 4:13

Develop your CLOSENESS WITH GOD

Develop your CHARACTER

Develop your CALLING

## 2. We LOVE PEOPLE

*"And Jesus called them to him and said to them, "You know that those who are considered rulers of the Gentiles lord it over them, and their great ones exercise authority over them. But it shall not be so among you. But whoever would be great among you must be your servant, and whoever would be first among you must be slave of all. For even the Son of Man came not to be served but to serve, and to give his life as a ransom for many."*

MARK 10:42-45

Be A SERVANT

Be A TEAM PLAYER

Be REAL



### 3. We PURSUE EXCELLENCE

*And they were astonished beyond measure, saying, "He has done all things well."*

MARK 7:37a

Do THINGS WELL

Do THINGS BEFORE YOU'RE ASKED

Do MORE THAN THE MINIMUM

### 4. We CHOOSE JOY

*"As sorrowful, yet always rejoicing; as poor, yet making many rich; as having nothing, yet possessing everything."*

2 CORINTHIANS 6:10

Be ENJOYABLE

Be POSITIVE

Be ENCOURAGING

## LEADER DECLARATION

Because God has called me to serve Him by serving others; I will value worship over wealth, "we" over "me," character over comfort, service over status, and God's purposes over possessions, positions, popularity, and pleasure. To my Lord and Savior Jesus Christ, I say: However, whenever, wherever, and whatever you ask me to do, my answer in advance is yes! Wherever you lead and whatever the cost, I'm ready anytime, anywhere. I want to be used by You in such a way that on that final day, I'll hear You say, "Well done, good and faithful servant. Come on in, and let the eternal party begin!"

# NEXT STEPS

## **1. Complete a Serve Team application**

Complete your application and schedule a time to shadow the Serve Team of your choice.

## **2. Shadow the Serve Team**

Spend some time with a Serve Team of your choice to see if it is the right fit for you.

## **3. Join the Serve Team**

Once you have found the right fit, join a Serve Team and begin serving!

## **4. Serve Others**

Make a Difference in the lives of others!

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# ***APPENDIX***

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# HOW TO BECOME A CHRISTIAN

## 1. See God As HOLY

*"In the year that King Uzziah died I saw the Lord sitting upon a throne, HIGH AND LIFTED UP; and the train of his robe filled the temple. Above him stood the seraphim. Each had six wings: with two he covered his face, and with two he covered his feet, and with two he flew. And one called to another and said:*

*"HOLY, HOLY, HOLY is the Lord of hosts; the whole earth is full of his glory!"*

*And the foundations of the thresholds shook at the voice of him who called, and the house was filled with smoke. And I said: "Woe is me! For I am lost; for I am a man of unclean lips, and I dwell in the midst of a people of unclean lips; for my eyes have seen the King, the Lord of hosts!"*

Isaiah 6:1-5

*"O Lord, our Lord, how MAJESTIC is your name in all the earth! You have set your glory above the heavens. Out of the mouth of babies and infants, you have established strength because of your foes, to still the enemy and the avenger.*

*When I look at your heavens, the work of your fingers, the moon and the stars, which you have set in place, WHAT IS MAN THAT YOU ARE MINDFUL OF HIM, and the son of man that you care for him?"*

Psalms 8:1-4

**The first step in our spiritual journey is seeing how set apart and majestic God truly is. Majestic's definition is an imposing grandeur. Have you ever seen God in this manner? Have you realized that God is very real and He is very different than us. We don't measure up. He is Holy.**

## 2. See Yourself As SINFUL

Seeing His Holiness ALWAYS EXPOSES OUR SINFULNESS. You can't pretend in His presence. You can't hide. This is why we are ruined. This is why we can't stand. Simply put - we do not belong.

Sin is not something we DO. Sin is what we ARE.

We are not sinful because we have sinned. We have sinned because we are sinful. At our very core, from birth, we are wicked and sinful.

*"For I was born a sinner— yes, from the moment my mother conceived me."*

Psalm 51:5 NLT

*"For ALL have sinned and fall short of the GLORY of God."*

Romans 3:23

*"The heart is deceitful above all things, and desperately sick"*

Jeremiah 17:9a

*"We are all infected and injure with sin. When we display our righteous deeds, they are nothing but FILTHY rags."*

Isaiah 64:6a NLT

**Our sinful nature is naturally rebellious toward God. It has not only earned God's wrath to be poured out over us, but death as well. It shatters a healthy and good relationship with God. But the story doest have to end there!**

### 3. See Jesus As ESSENTIAL

We are not saved and experience a restored relationship with God through anything we do, but through what Jesus has already done. ONLY through Jesus' FINISHED work on the cross and through the empty grave can we be saved and made right before God.

*"But God shows His love for us in that while we were STILL SINNERS, Christ DIED FOR US."*

Romans 5:8

*"The wages of sin is death, but the FREE GIFT of God is eternal life in Christ Jesus our Lord."*

Romans 6:23

*"For there is one God, and there is one mediator between God and man, the man Christ Jesus, who gave Himself as a ransom for ALL."*

1 Timothy 2:5-6a

*"There is salvation in no one else, for there is no other name under heaven given among men by which we must be saved."*

Acts 4:12

*"For by grace you have been saved through faith. And this is not your own doing; it is the gift of God, not a result of works, so that no one may boast."*

Ephesians 2:8-9

**God has already done everything needed to redeem us and restore our relationship Him. He took the initiative. Now He waits for each of us to individually accept what He has done for us.**

# Are You Ready To Accept This FREE GIFT?

## Confess

*"If we confess our sins, he is faithful and just to forgive us our sins and to cleanse us from all unrighteousness."*

1 John 1:9

You must confess your sinfulness before God. This is not telling Him any new information. It's agreeing with Him that you have rebelled against Him and broken the relationship with Him. It's agreeing with God that you deserve death because of your actions.

## Believe

*"For God so loved the world, that he gave his only Son, that whoever believes in him should not perish but have eternal life. For God did not send his Son into the world to condemn the world, but in order that the world might be saved through him"*

John 3:16

You must believe that Jesus (not you) did everything necessary for you to be saved and made right before God.

*"If you confess with your mouth that Jesus is Lord and believe in your heart that God raised him from the dead, you will be saved. For with the heart one believes and is justified, and with the mouth one confesses and is saved."*

Romans 10:9-10

You must make Jesus the Lord of your life. This means that you are dying to yourself and giving EVERYTHING to Him. He is the boss. He calls the shots. He is in charge. You are His.

You can take this step by praying a simple prayer of commitment to God.

There is nothing magical or formulaic about this prayer. Any prayer from your heart communicating your brokenness of sin, belief in Jesus, and commitment to make Him your Lord will bring about salvation.

The following is merely an example to help guide you.

“Dear Jesus, I am in awe of how majestic and Holy You are. I am now aware of how sinful and wicked I am. I am sorry for the sin within me that rebels against you. I believe that Jesus died for my sins. I believe that through His sacrifice I am forgiven and made right before you. I now commit to making you the Lord of my life and I will spend the rest of my days following and pursuing you the best I can. Thank you for saving me. Thank you for loving me.

In Jesus’ name I pray, Amen.”

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*“EVERYONE who calls upon the name of the Lord will be SAVED”*

Romans 10:13

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# HOW TO FOLLOW JESUS

## Following Jesus is All About Choices

**1. I can try to do more or I can receive what has already been done for me.**

*"You search the Scriptures because you think that in them you have eternal life; and it is they that bear witness about me, yet you refuse to come to me that you may have life."*

John 5:39-40

**2. I can try to earn God's approval or I can receive God's love for me.**

*"But God shows His love for us in that while we were STILL SINNERS, Christ DIED FOR US."*

Romans 5:8

**3. I can obey out of duty or I can obey out of delight.**

*"If you love me, you will keep my commandments."*

John 14:15

*"I love God's law with all of my heart."*

Romans 7:22 NLT

**Real Christianity is about relationship not religion**

# BAPTISM

Baptism is your first step after salvation. We practice baptism by immersion after salvation.

*"In those days Jesus came from Nazareth of Galilee and was baptized by John in the Jordan. And when he came up out of the water, immediately he saw the heavens being torn open and the Spirit descending on him like a dove. And a voice came from heaven, "You are my beloved Son; with you I am well pleased."*

Matthew 1:9-11

*"Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit"*

Matthew 28:19

*"So everyone who acknowledges me before men, I also will acknowledge before my Father who is in heaven, but whoever denies me before men, I also will deny before my Father who is in heaven."*

Matthew 10:32-33

## **By Being Baptized, You Are:**

1. Obeying the command of Jesus.
2. Following the example set by Jesus.
3. Demonstrating Your changed life.
4. Declaring your commitment publicly.

## **Baptism Declares Publicly What Has Happened Privately**

# HOW TO TAKE THE PERSONALITY ASSESSMENT

**Step 1:** Answer each question on page 28-29 by circling the number that best describes you. Allow yourself two to three minutes to complete this step before moving on to other steps.

**Step 2:** Add the total of circled numbers for the five statements under each section. Write each total on the indicated total line for each section.

**Step 3:** Identify the group with the highest totaled number and the second highest totaled number to discover your dominant personality traits.

Box 1 = "D" personality

Box 2 = "I" personality

Box 3 = "S" personality

Box 4 = "C" personality

Write your predominant personality traits sequence at the top of page 34 (DI, ID, SC, CD, etc.).

**Step 4:** Read the description of your most predominant personality trait (D, I, S, C) and the description of your two highest personality traits together (DI, ID, SC, CD, etc.).

# HOW TO TAKE THE SPIRITUAL GIFTS ASSESSMENT

**Step 1:** Respond to the spiritual gifts statements on pages 36-37 by writing the number that indicates how each statement describes you in the blanks on page 38:

1 - Never

2 - Rarely

3 - Some

4 - Often

5 - Always

Allow yourself several minutes to answer all questions before moving on to other steps.

**Step 2:** Add each line on page 38 left to right and place the totaled number in the total column.

**Step 3:** Identify your three highest totaled numbers with the corresponding letter and the spiritual gift it represents (listed on the pages following the assessment).

**Step 4:** Read about your gifts.

Connect with a team or Small Group that complements your personality, highest rated spiritual gifts, and availability.

# SERVE TEAM DESCRIPTIONS

## KIDS

**Overview ::** We want to bless the next generation with our best! Therefore, we give up our time, energy, resources, and wisdom to reach and disciple kids by giving them Jesus on their level.

**Primary Roles ::** People serving to help create a fun and safe environment for kids to learn about Jesus on their level. We will do this through Sunday School and Kids Worship on Sunday mornings, Kids ROCK on Wednesday nights, and events such as VBS and hopefully CrossTimbers in the Summer. Most serving opportunities within this team will be based on rotations.

**Other Roles ::** Support our Kids Ministry through administration, check-in, planning, and prayer.

## YOUTH

**Overview ::** We want to bless the next generation with our best! Therefore, we give up our time, energy, resources, and wisdom to reach and disciple youth by giving them Jesus on their level.

**Primary Roles ::** People serving to help create a fun and safe environment for youth to learn about Jesus on their level. We will do this through Sunday School, Wednesday night worship, and events such as Falls Creek in the Summer and hopefully Disciple Now Weekend next Spring. Many serving opportunities within this team will be based on rotations.

**Other Roles ::** Support our Youth Ministry through administration, planning, and prayer.

## OUTREACH

**Overview ::** We are a church that desires to make a difference and meet needs in the community around us! We are called to be the hands and feet of Jesus while being a breath of fresh air to the world. Therefore, we will reach and serve the people God has placed in our area and lives.

**Primary Roles ::** People serving to creatively plan and organize church-wide efforts to reach and serve the people in our community. This includes, but not limited to outreach events such as Serve Day, Back 2 School Sunday, Single Moms Day, as well as ongoing serving opportunities.

**Other Roles ::** Follow Up with guests, prospects, and people in need by sending hand written notes, emails, phone calls, and text messages throughout the week.

## HOST

**Overview ::** Whether someone is un-churched, de-churched, always-churched, or has no idea what any of that means, we want everyone to feel welcome and wanted as part of our family! Therefore, we desire to create and cultivate an environment that is warm, inviting, and comfortable.

**Primary Roles ::** This team will serve to create a warm and welcoming atmosphere that invites people in and makes them feel comfortable and cared for. This includes, but not limited to greeting, first impressions, decorations, refreshments, parking, and so much more..

**Other Roles ::** Helping with way-finding, introducing guests to members, answering questions about the church, help plan and host other special events at the church.

## PRAYER

**Overview ::** We are a church that believes in the power of prayer! Therefore, desire to precede everything we do with prayer!

**Primary Roles ::** This team is for people who are passionate about implementing prayer into the very DNA of our church. Whether it be interceding for people with prayer requests, prayer walking within our community, planning and hosting prayer services, or anything else regarding prayer, we want to be faithful to take things to Lord. We'd love for you to join us in doing so!

**Other Roles ::** Praying for our community, nation, and world.

## WORSHIP & TECH

**Overview ::** We are a church that loves worshipping together as a family! To have the opportunity to do so, we rely on people like you to help lead us in worship.

**Primary Roles ::** Whether you sing, play an instrument, enjoy technology like audio visual equipment, or just want to the opportunity to be trained and to serve within our worship services, this team is for you!.

**Positions ::** Worship Team | Sound | Lights | ProPresenter | Cameras | Stream

# ABUSE POLICY

I understand that Canadian Valley Baptist Church is a safe place for children and vulnerable adults and that CVBC complies with all Federal and State laws regarding reporting suspected child abuse. As a member of the Serve Team, I understand that suspected abuse is to be reported to the person who oversees the area in which I serve. I also understand the four types of abuse defined below:

- **Physical:** a physical act directed at a child or vulnerable adult that causes injury.
- **Sexual:** contact or interactions between a child and an adult, or another child, when the child is being used for sexual stimulation of the perpetrator or another person. This includes exploitation through photographs, videos, or other communication methods.
- **Emotional:** acts or omissions by the parent or other caregivers that have caused, or could cause, serious behavioral, cognitive, emotional, or mental disorders.
- **Neglect:** failure to provide for the child or vulnerable adult's basic needs. This includes adequate adult supervision, medical attention, housing, food, and clothing. Most cases of physical neglect involve inadequate adult supervision that has caused harm to the child or vulnerable adult or places them in danger of such harm.

I understand it is not my responsibility to investigate and in no instance will I confront a parent or caregiver if abuse is suspected. As a member of the Serve Team, I agree to comply with this policy and report any suspected abuse to the person who oversees the area in which I serve.

# LEADERSHIP HONOR CODE

As an essential part of the Canadian Valley Baptist Church Leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate in a servant-leader position here at Canadian Valley Baptist Church.

While serving the Body of Christ as a servant-leader at Canadian Valley Baptist Church, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Our conduct should never be an embarrassment to Christ, but should exemplify the best qualities of a mature believer and servant-leader.

Exemplifying the highest moral commitment, CVBC's leaders are to maintain a disciplined life of worship, Bible reading, prayer, and fasting.

You must also refrain from such things as:

- Unwholesome speech
- Indulging in much wine or other alcoholic beverages
- Dishonest gain
- Illicit drugs
- Sexual immorality (sexual activity outside of marriage including pornography)
- All behaviors which might cause Christ to grieve and others to stumble

By providing an example in speech and action, we encourage others to grow in Christ and become servant-leaders themselves. This is a way of life measured by the heart and commitment of each leader in the Canadian Valley Baptist family. We should regard it as an essential part of our development, not as an imposition or restriction.



# ANSWER KEY

## **stepONE - Discover CVBC**

- Page 7: Know God | Find Freedom
- Page 8: Discover Purpose | Walk Together
- Page 9: Celebration | Inspiration | Application | Salvation/Sanctification
- Page 10: Responsibility | Relationship | Story | Invitation
- Page 11: City | Nation | World
- Page 12: Pray | Give | Go
- Page 13: Belonging | Protection
- Page 14: Growth

## **stepTWO - Discover You**

- Page 26: Gifts and Passions | Life Experience | Pain & Past
- Page 27: Discover | Develop | Deploy
- Page 29: Extrovert (top) | Task (left) | People (right) | Introvert (bottom)

## **stepTHREE - Discover The Serve Team**

- Page 46: Insecurity | Fear
- Page 47: Inadequacy | Reluctance
- Page 48: Love God | Closeness With God | Character | Calling | Love People | Servant | Team Player | Real
- Page 49: Pursue Excellence | Things Well | Things Before You're Asked | More Than the Minimum | Choose Joy | Enjoyable | Positive | Encouraging

